



## **Agenda of Workshop Meeting**

### **The Board of Trustees Belton Independent School District**

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A Workshop Meeting of the Board of Trustees of Belton Independent School District will be held April 21, 2025, beginning at 5:00 PM in the Belton High School, 600 Lake Road, Belton, TX 76513. One or more trustees may participate via video conference.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on the meeting notice.

1. **Call to Order**
2. **Public Comments**
3. **Board Workshop:**
  - A. Goal 4 Update 2
  - B. Teacher Incentive Allotment 16
4. **Adjourn**

# Goal 4 Update

**BELTON ISD BOARD OF TRUSTEES**

Board Workshop

April 21, 2025



# Purpose

Provide Goal 4 Key Progress Measure update and discussion for the 2024-2025 school year.



# Goal 4

Develop a district-wide culture of value, support, and growth amongst all students and staff.





# Discussion

What are your most special celebrations and recognitions?

# Key Progress Measure

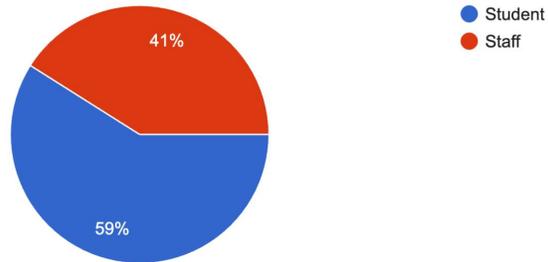
By June 2025, the district will increase the number of staff and student recognitions and celebrations by 25%. Baseline data will be established by October 2024.



# Baseline Data: Survey

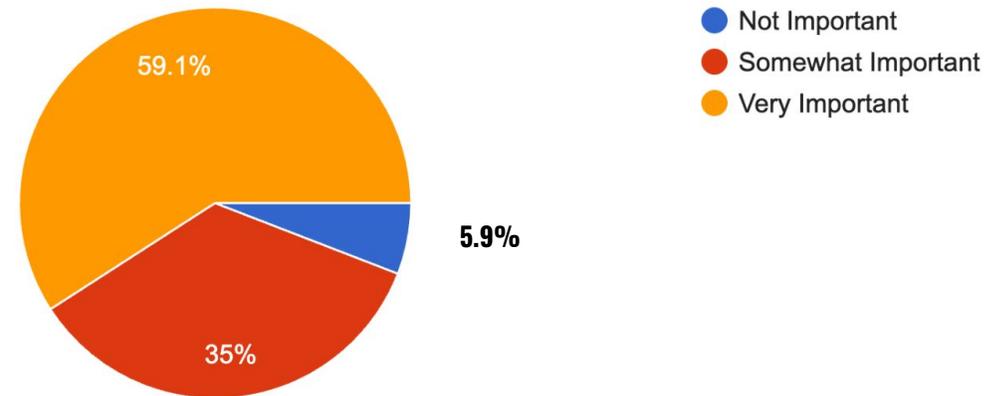
Are you a Student or Staff member?

646 responses



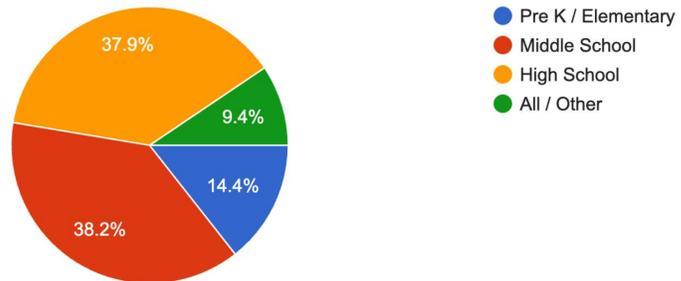
Is it important to you to celebrate or recognize great things going on at your campus or department?

646 responses



What grade level are you involved with?

646 responses



# Baseline Data: Survey

**Describe a time when a celebration or recognition was meaningful or special to you. - 559 Responses**

- Personalizing Recognition
- Acknowledging Effort
- Validating Impact
- Publicly Appreciating
- Valuing Peer Recognition
- Demonstrating Leadership Appreciation
- Celebrating Milestones
- Surprising with Recognition
- Reinforcing Positive Contributions

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**What do you notice about these responses?**

# What ideas do you have for new or creative ways to recognize or celebrate the great things happening in Belton ISD? - 521 Responses

Above and Beyond Awards	Department Highlights	Pep Rally for Teachers	Student Spotlight
Achievement Badges	Department Spotlight	Perfect Attendance Awards	Student Testimonials
Achievement Showcases	District Wide Challenges - Competitions	Pictures of recognitions to Recipients	Superintendent / School Board Luncheon
Administrative Visits	District Wide Staff Potluck	PLC Awards	Superintendent Weekly Videos with Shoutouts
Attend Events and Promote Them	Exceeding Expectations Award	Positive Behavior Awards	Surprise Celebrations
Attendance Incentives Staff	Form for Students and Staff to Submit Accomplishments	QR Codes to Highlight Accomplishments	T-Shirt Awards and Giveaways
Attendance Incentives Students	Friday Lunch Movie Day in Cafeteria	Recognitions on Cafeteria Monitors	Talent Shows
Big Red Heart Awards	Gift Card Giveaway	Rookie of the Year - New Campus & Department Employees	Teacher Duty or Class Coverage as Reward
Big Red heart Awards - Campus & Departments	GPA Awards and Recognitions	Rotating Trophies for Excellence	Teacher of the Month
Big Red Hearts Nominations from Students and Parents	Gratitude Awards	Sadie Hawkins Dance	Teacher Parking Spots for Awards
Birthday Celebrations	Half Day - Still Pay	School Dances - More Often	Teacher vs Student Competitions
Board Recognitions	Hand Written Notes	Shout Out Walls	Teacher Yard Signs
Cafeteria Karaoke	Hard Work Award	Sister Schools	Tell Me Something Good Awards
Candy	Honor Roll Recognition	Social Media Recognitions	Thank You Notes (Teacher and Student)
Categorized Teacher Awards - Voted On by Students	Honor Teaching Anniversaries	Social Media Shoutouts	Theme Days - Campus & Department
Celebrate All Staff	In Person Recognitions	Spirit Awards	Theme Days - District Wide
Celebration Breakfast	Local News Recognitions	Spirit Weeks Throughout Year	Themed Class Bell Audio to Seasons
Celebration Lunch	Lunchtime Announcements of Recognitions	Staff Get-Togethers After Work	Trading Cards
Certificates	Mental Health Recognition	Staff Interviews	Transforming Lives Award
Collective Compliments Day	Military Family Celebrations	Staff Spotlight	Video Shout Outs
Comfy Clothes Days	Movie Night at the Stadium	Staff Thank You Notes	Video Shoutouts
Community Pep Rally - CTE	Mystery Box Awards	Student Design Contests for District Comms	Wall of Fame
Contracts Personally Delivered	Notes of Affirmation Jar	Student Highlight Wall	Web-Site Shoutouts
Convocation Awards	PA Recognition During Announcements	Student Interviews	You've Been Spotted Cards
Cultural Heritage Days	Pep Rallies for All Activities	Student of the Month	Zeros Aren't Permitted Days



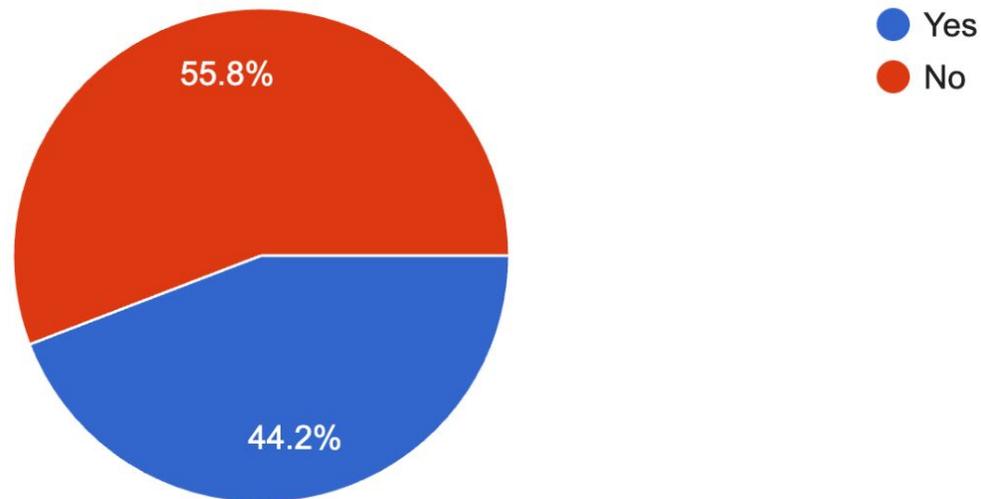
# Goal 4 KPM Data Collection



# Celebration & Recognition Data

Is this recognition or celebration new to your campus or department for the 2024-2025 school year?

573 responses



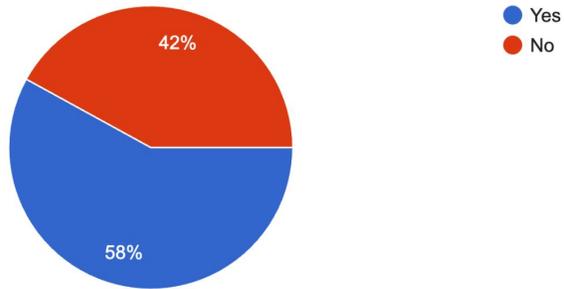
# Goal 4 KPM Timeline

Date	Action
✓ 9/3/2024	Leadership Team Goal 4 KPM Discussion
✓ 9/24/2024	Goal 4 Committee Membership Nominations Due
✓ 9/25/2024	Goal 4 Committee Meeting #1
✓ 10/9/2024	Goal 4 Committee Meeting #2
✓ 10/15/2024	Goal 4 Subcommittee Meeting #1
✓ 10/29/2024	Goal 4 Subcommittee Meeting #2
✓ 10/30/2024	Goal 4 Committee Meeting #3
✓ 11/6/2024	Emails to All Principals / Department Leaders with instructions for KPM 4 data collection
✓ 12/18/2024	Data evaluation / reminder & follow up to campus and department leaders
✓ 2/17/2025	Data evaluation / reminder & follow up to campus and department leaders
✓ 3/26/2025	Data evaluation / reminder & follow up to campus and department leaders
✓ 4/16/2025	Data evaluation / reminder & follow up to campus and department leaders
✓ 4/21/2025	Board Workshop: KPM 4 (Celebrations and Recognitions Discussion)
5/7/2025	Data evaluation / reminder & follow up to campus and department leaders
5/21/2025	Last day to collect goal 4 KPM data
6/16/2025	KPM 4 Board Report

# Celebration & Recognition Data

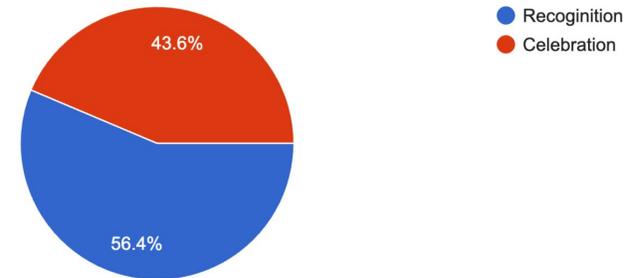
Is this a recurring celebration or recognition?

531 responses



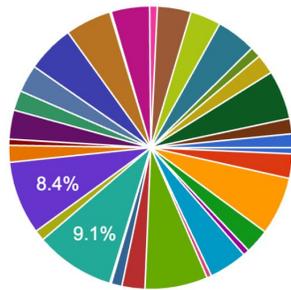
Is your event a recognition or celebration? Choose the one that fits best.

573 responses



Campus/Department

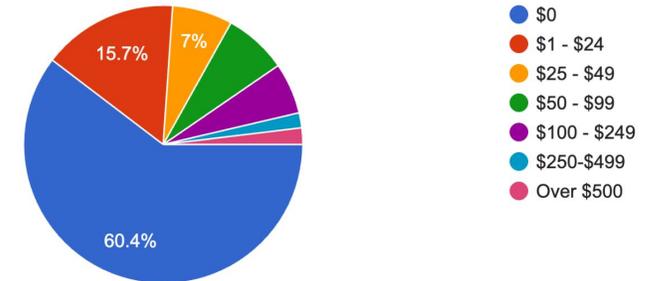
573 responses



Each color represent a different campus or departments tracked celebrations and recognitions for the 2024-2025 school year.

What is the cost associated with your recognition or celebration?

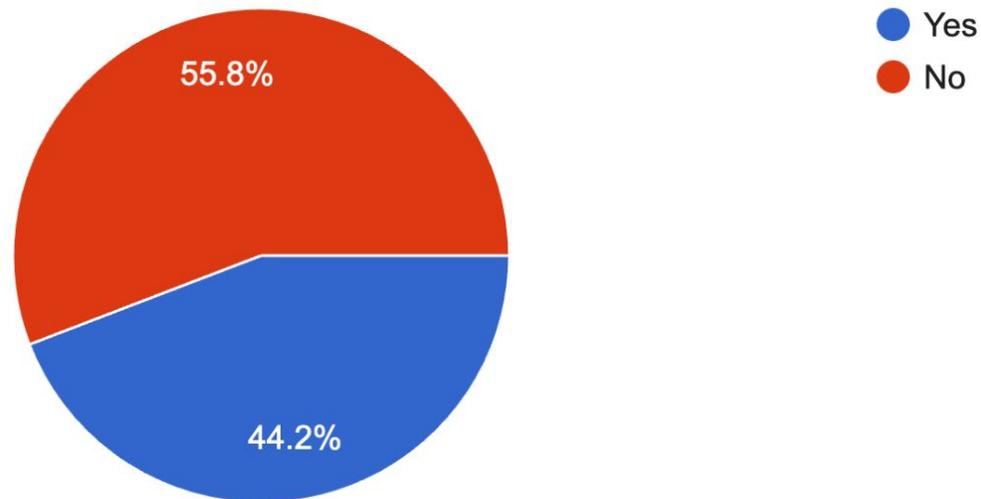
573 responses



# Celebration & Recognition Data

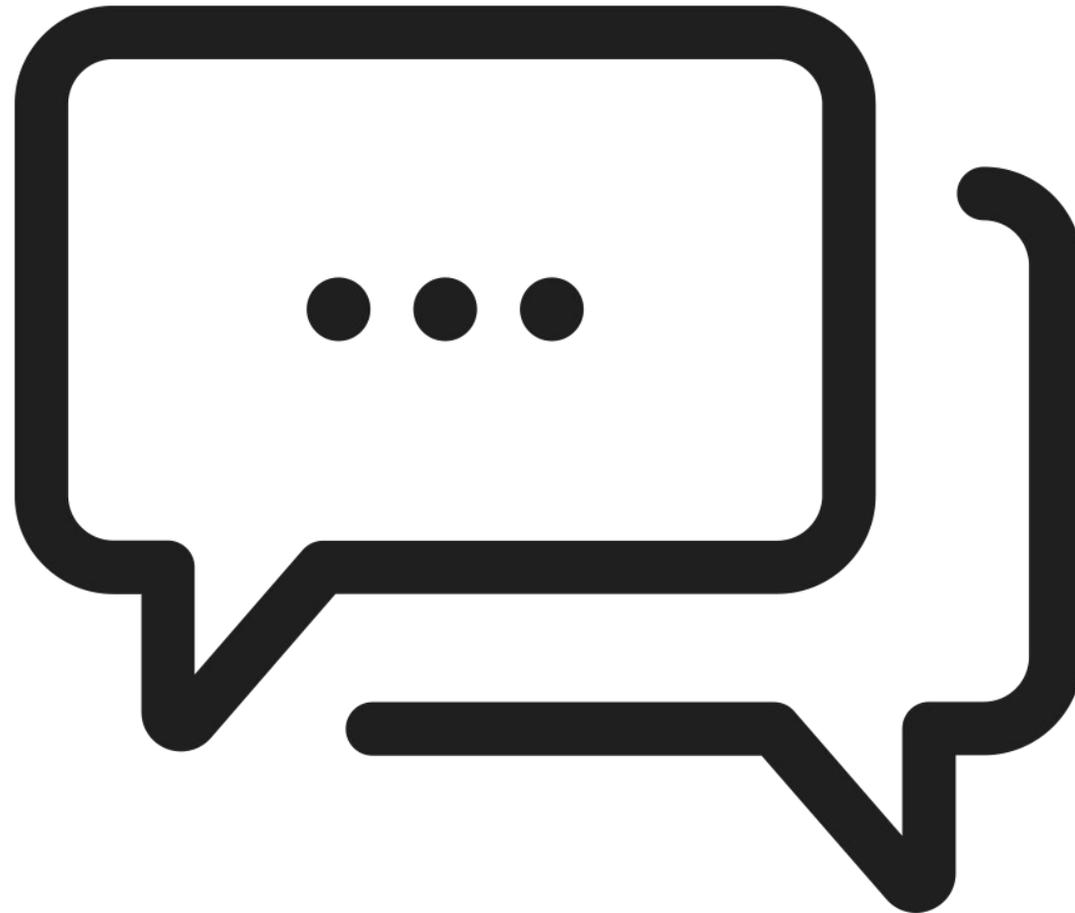
Is this recognition or celebration new to your campus or department for the 2024-2025 school year?

573 responses



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# Discussion



# Teacher Incentive Allotment

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**BELTON ISD BOARD OF TRUSTEES**

REGULAR BOARD MEETING

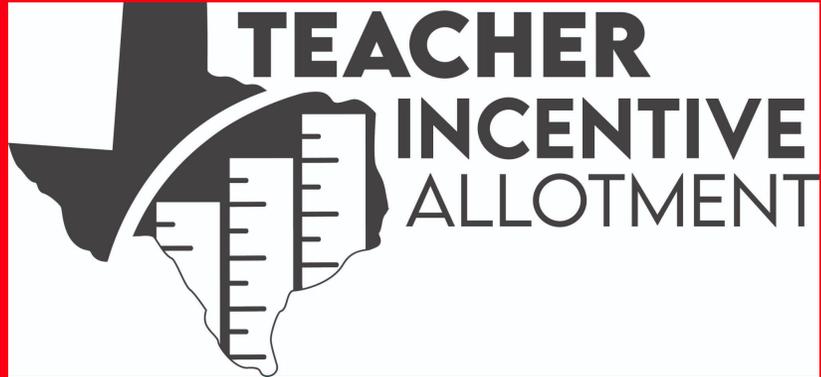
April 21, 2025



# Purpose

Engage in discussion about the Belton ISD Teacher Incentive Allotment Plan (TIA) and system supports.





# What is TIA?

Rewarding Teacher Excellence in Texas by attracting and retaining top teachers with an accessible pathway to a six-figure salary. Texas Education Code (TEC), §21.3521 (Local Optional Teacher Designation System) and §48.112 (Teacher Incentive Allotment)

-TEA Commissioner



Teacher Incentive Allotment is a resource that honors teacher excellence which we can use to attract and retain high-quality teachers to ensure exceptional learning experiences for each and every student.

# Components of TIA

**Eligible Teacher  
Designations**

**Determination  
Criteria**

**Spending Plan**

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# TIA Design Stakeholders

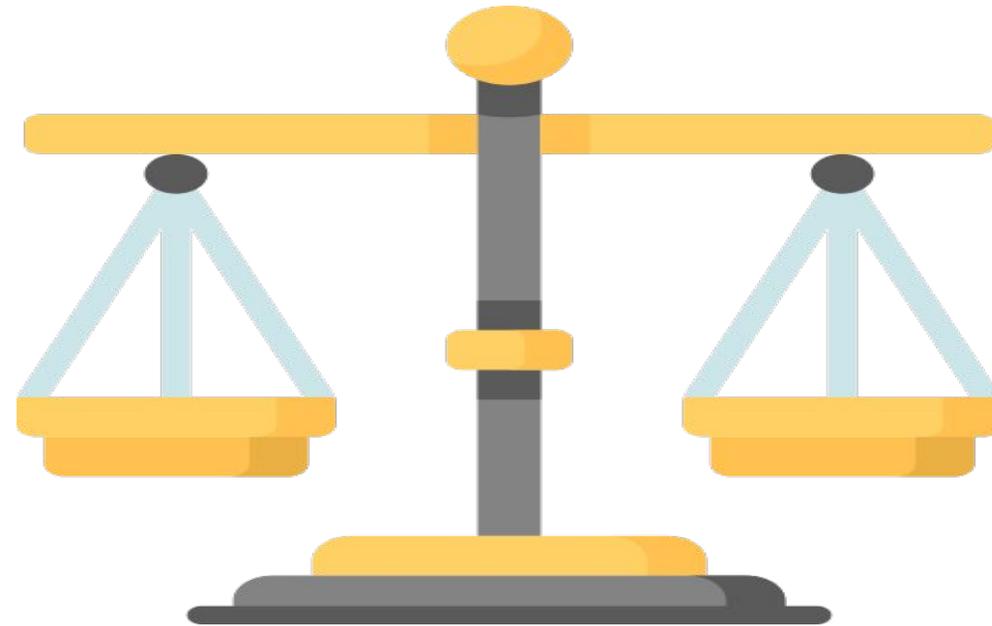
- 1 DWEIC input and feedback
- 2 Campus and district leadership input and feedback
- 3 Design Team includes 19 teachers across all campuses representing K-12
- 4 Design Team includes 5 principals representing all levels
- 5 Design Team includes 2 instructional coaches

# TIA Eligible Teacher Designations - Phase 1

- Kindergarten - 5th grade Reading and Math, including Dual Language
- 6th - 8th grade Reading and Math, including Modified
- Algebra I, including Modified
- English I and English II, including Modified

# Designation Determination Criteria

Teacher  
Observation  
TTESS



Student  
Growth  
STAR  
Renaissance

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# SPENDING PLAN



**\$3K-\$9K**

Recognized designations represent the top 33% of Texas teachers



**\$6K-\$18K**

Exemplary designations represent the top 20% of Texas teachers



**\$12K-\$32K**

Master designations represent the top 5% of Texas teachers

# SPENDING PLAN | TEACHER INCENTIVE ALLOTMENT



90% must be spent on teacher compensation at the campus where the teacher earns the designation.

No more than 10% may be reserved for district spending (professional learning, assessments, TIA implementation).

# SPENDING PLAN | TEACHER INCENTIVE ALLOTMENT



100% will be issued to the designated teacher.

From this 100%, all benefits including district and employee paid will be deducted.



# Big Work



**Communication plan** to stakeholders



**Build support systems for implementation** for professional learning plan, PEIMS/HR staff identification protocols, strengthened testing structures

# Questions

